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WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION BOSTON MASSACHUSETTS 1877-1905

A REPORT OF PROGRESS MADE IN THE YEAR 1905

BEING THE TWENTY-FIFTH ANNIVERSARY OF THE INCORPORATION OF THE WOMEN'S EDUCATIONAL AND INDUSTRIAL UNION

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BOSTON, MASSACHUSETTS, 1905

OF THE
CITY OF BOSTON

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Vol. Cont. Aug 7, 1928.

Mormons Educational and Industrial Union

" July 5, 1905.

SUMMARY OF REPORT

PAGE

PURPOSE 5

ACT OF INCORPORATION 6

HISTORY 7

ORGANIZATION 9

OFFICERS 10

WORKERS 13

DEPARTMENTS OF WORK

BUSINESS MANAGEMENT—*includes these Committees:*

BUSINESS 17

FINANCE 17

HOUSE 20

CONFERENCE OF HEADS OF DEPARTMENTS 21

GENERAL COMMITTEE OF EMPLOYEES 21

EDUCATION AND INDUSTRIAL ARTS—*includes these Committees:*

CLASS 23

EMPLOYMENT 25

FOOD 31

HANDWORK 37

LECTURE 38

SOCIAL EXTENSION—*includes these Committees:*

SOCIAL EXTENSION 41

MEMBERSHIP 43

Also

EMPLOYEES' REST ROOM AND LUNCH ROOM 44

SOCIAL SERVICE—*includes these Committees:*

BEFRIENDING 45

ETHICS 46

PROTECTIVE 49

SANITARY AND INDUSTRIAL CONDITIONS 51

INVESTIGATIONS AND EXPERIMENTS 53

PROBLEMS OF GROWTH 57

PURPOSE

THE purpose of the Women's Educational and Industrial Union is "to increase fellowship among women, in order to promote the best practical methods of securing their educational, industrial and social advancement."

The Union endeavors "to help women to help themselves," through the character-building force of organization; through the stimulus of lectures and of investigations into industrial and civic conditions; through opportunities for self-support, for industrial training, for simple, friendly intercourse and for disinterested service to others.

Any woman may become a member of the Union on payment of an annual assessment of one dollar.

Men may become associate members.

Annual membership one dollar.

Subscription membership five dollars.

Life membership twenty-five dollars.

AN ACT OF INCORPORATION

COMMONWEALTH OF MASSACHUSETTS

BE it known that, whereas, HARRIET CLISBY, ARVILLA B. HAYNES, MELISSA CHAMBERLIN, SARAH E. EATON, ABBY M. DIAZ, SARAH E. COTTING, and ELIZABETH G. GAY have associated themselves with the intention of forming a corporation under the name of the *Women's Educational and Industrial Union*, for the purpose of increasing fellowship among women, in order to promote the best practical methods for securing their educational, industrial, and social advancement, and have complied with the provisions of the Statutes of this Commonwealth in such case made and provided, as appears from the certificate of the President, Treasurer and Directors of said Corporation, duly approved by the Commissioner of Corporations, and recorded in this office.

Now, therefore, I, HENRY B. PEIRCE, Secretary of the Commonwealth of Massachusetts, do hereby certify that said HARRIET CLISBY, ARVILLA B. HAYNES, MELISSA CHAMBERLIN, SARAH E. EATON, ABBY M. DIAZ, SARAH E. COTTING, and ELIZABETH G. GAY, their associates and successors, are legally organized and established as and are hereby made an existing Corporation, under the name of the *Women's Educational and Industrial Union*, with the powers, rights, and privileges, and subject to the limitations, duties and restrictions which by law appertain thereto.

Witness my official signature, hereunto subscribed, and the seal of the Commonwealth of Massachusetts, hereunto affixed, this twenty-third day of April in the year of our Lord, one thousand eight hundred and eighty. (*Signed*) HENRY B. PEIRCE,
Secretary of the Commonwealth.

HISTORY

FOUNDED 1877 : INCORPORATED 1880

CALLED into being twenty-eight years ago, when avenues for self-expression were either closed entirely to women or limited to a few much-trodden paths of opportunity, the Union undertook in those earlier days to meet a variety of needs. At the time of its organization the concerted impulse toward social and civic betterment that has been given since by settlements, clubs and countless other organizations did not exist; opportunities for self-support were limited; the club movement among women was barely astir. With courage born of youth and inexperience, the Union took upon itself functions that were designed to minister to each of these three types of needs.

Industrial and trade classes, investigations into industrial conditions, legal aid, protection, befriending, and many "neighborly offices" that it renders are phases of its activity that partake of the character of the work done by various civic organizations and settlements. Salesrooms for food and handwork, lunch-rooms, and an employment department lend to it, obviously, the features of a woman's exchange. Lectures, classes, receptions, teas—its efforts toward association, fellowship and intellectual growth—ally its work to that of women's clubs. It is a non-resident settlement, a woman's exchange and a woman's club all embodied in one organism; all vitalized by the spirit of social service.

STATEMENT OF CONDITIONS 1877–1878

MEMBERS

Charter	42
At close of year	400

EMPLOYEES

None

FINANCIAL STATEMENT

Guarantee fund	$185.00
Balance in treasury at close of year	$87.00

SITE AND EQUIPMENT

4 *Park Street. Two rooms: "A reception room and a free reading-room. Furniture, books and papers donated"*

WORK

Five Standing Committees: Finance; Moral and Spiritual Development; Employment; Hygiene; Social Affairs

STATEMENT OF CONDITIONS FOR THE YEAR ENDING MARCH 31, 1905

MEMBERS	2,937
EMPLOYEES	120

FINANCIAL STATEMENT

Receipts April 1, 1904 *to April* 1, 1905	$168,656.00
Expenses April 1, 1904 *to April* 1, 1905	173,301.00
Permanent Funds April 1, 1905	50,000.00

SITE AND EQUIPMENT

264 *Boylston Street. Two houses owned by the Union, purchase value and alterations,* $145,862.00, *of which only* $27,250.00 *remains on a mortgage*

WORK

Seventeen Standing Committees, included under these departments: Business Management; Education and Industrial Arts; Social Extension; Social Service

ORGANIZATION

BOARD OF GOVERNMENT
having in its hands the general conduct of the Union, composed of:

President
Vice-Presidents — Six
Secretary
Treasurer
Directors — Twelve, representing every committee of the Union. Elected for a term of three years

TRUSTEES OF THE PERMANENT FUND
Five, appointed by the Board of Government

TRUSTEES OF THE BUILDING FUND
Three

BUSINESS COMMITTEE

STANDING COMMITTEES
Sixteen

MEETINGS
Annual Meeting — The fourth Tuesday in April
Board of Government — Twice a month
Business Committee — Every week
Standing Committees — For every committee at least one meeting monthly
Conference of Committees — From November to May, once a month. Followed by luncheon

OFFICERS

FOUNDED BY DR. HARRIET CLISBY
1877

PRESIDENTS

Harriet Clisby	1877–1881
Abby Morton Diaz	1881–1892
Mary Morton Kehew	1892–

OFFICERS 1905–1906

HONORARY VICE-PRESIDENTS

Harriet Clisby
Mary F. Eastman

BOARD OF GOVERNMENT

PRESIDENT

Mary Morton Kehew

VICE-PRESIDENTS

Melissa Chamberlin	*Lucia M. Peabody*
Eleanor S. Mack	*Sarah L. Arnold*
Kate Gannett Wells	*Evanette F. Osborn*

SECRETARY

Henrietta I. Goodrich

TREASURER

Helen Peirce

DIRECTORS FOR ONE YEAR

Mary H. Ladd	*May Alden Ward*
Grace M. Chamberlain	*Carrie Weil*

OFFICERS

FOR TWO YEARS

Caroline L. Humphrey — *Lucinda W. Prince*
Grace W. Minns — *Mabel W. Whidden*

FOR THREE YEARS

Anne L. Balch — *Mary Boyle O'Reilly*
Alice A. Burditt — *Mary Hayden Swain*

PERMANENT FUND : TRUSTEES

Kate Gannett Wells — *Harriet O. Crufts*
Mary Lee Blake — *George U. Crocker*
Reginald Foster

BUILDING FUND : TRUSTEES

James G. Freeman — *Henry H. Sprague*
George Wigglesworth

CATHERINE P. PERKINS FUND : TRUSTEE

George A. Goddard

WORKERS—PAID AND UNPAID

IN the beginning all Union work was carried on by volunteer workers. Women on committees gave generously of their time and of themselves in the conduct of this infant enterprise. The Union has a record of volunteer service so huge as to be almost incredible. Witness a Hospitality Committee that for twenty-seven years had a member in attendance every day of the week except Sundays, and in certain years even "on the Sabbath Day;" a Committee on Industries that for five years acted as saleswomen in the Industrial Department; a Lunch Room Committee that conducted the lunch room entirely or partially by volunteer service for many years; a Protective Committee that for fourteen years continued the work of protection wholly by volunteer efforts. These are only a few of the many instances that might be noted of loyal, untiring service rendered by officers and committees in the Union's name,—an inspiring record of the accomplishment of volunteer workers and an eloquent tribute to the compelling force of the Union ideal that held these women, year after year, faithful to their self-appointed tasks.

At the outset, volunteer service offered the best realization of the Union's purpose. The work itself, not yet grown to unwieldy proportions, was well adapted to claim and hold the interest of committees. The living spirit and enthusiasm that went into the upbuilding of the organization is priceless. These women, burning with belief in the Union adventure, accomplished what paid workers, untouched by their fire, could never have done in laying for the Union deep and lasting foundations.

The magnitude of the change in conditions since those

early years challenges attention. The Union to-day presents the unique spectacle of a business that employs one hundred and twenty paid workers and yields yearly receipts of more than $168,000.00, conducted by one hundred and ten different women, distributed among a Board of Government and sixteen standing committees. Along with this increase in the volume and complexity of Union affairs has gone the demand in the community for trained workers. To maintain a standard of work sufficiently high to meet competition in the industrial world, business undertakings are forced to rely as never before on the service of experts. The Union departments are now so large and complicated that their conduct involves technical knowledge and such long and regular hours of service as can be exacted only of trained, paid workers.

This change offers to Union committees the opportunity to grow out of the executive duties that in the beginning absorbed their energy and thought, into responsibilities administrative and advisory. Hereafter, not to bear the burden of the actual details, but, freed from that, to conserve time and strength in order to vitalize the work of the departments and the paid workers, and give it far-sighted direction, is the possible service of these committees.

This service is the more imperative from the Union's peculiar need of workers who shall be equipped by training and experience, not alone in educational or in industrial lines, or in sociology, but in all three. All the business departments of the Union have a threefold purpose,—Educational Industry; Industrial Education; both interpreted in terms of Social Economics. The difficulty of finding women qualified for execu-

tive leadership as heads of departments is enhanced by the fact that industrial possibilities are barely beginning to compel the attention of women trained in colleges and technical schools. The current of their inclinations still sets in the direction of academic work with adherence to theory rather than to practical application. So impossible is it to secure women interested and trained to meet the complex demands of leadership imposed by the various Union departments that the organization has in this transition period to serve as a training school for its own employees. Volunteer committees contribute to this training the force of tradition and precedent, emphasis of the Union purpose, the collective judgment formed by the fusion of many and diverse elements.

The fundamental advantage of the working together of many persons for a common end is the education and growth of the workers. The value of "collective work" never lies in the line of the greatest economy of effort, or the most perfect organization, or the most effective immediate results.

Just as absolutism is capable of perfecting a more efficient machinery of government than a democracy, so one person, working alone, may produce more positive results in the way of immediate accomplishment than a committee. There will always be leaders whose unhampered view-point is wiser than the sum total of the collective sense, whose unaided accomplishment is of more perfect quality than that shaped by the collective hand. It is the law of human progress that there should be these "beyond men," voicing in their thought and lives the further aspiration of the race, that presently it, collectively, shall come to comprehend and be.

Yet, even as the passion of democracy is that the people, all the people, shall find self-expression and share responsibility; even as the faith of democracy is that the ultimate expression of collective government will infinitely transcend any partial class-expression; that the ultimate rule of "all the people" will have in it the sanity and justice of God—so is the faith of any organization in committee work this, that, in the end, the expression of the collective spirit and the collective sense is more far-reaching and effective than any individual accomplishment. And the supreme service of the man who is "beyond" is not in isolated statement or achievement, but to work as leaven on the collective spirit, leaving his life's record in an organic uplift of the whole social stratum in which he lived and wrought.

Committee work at the Union means, then, that women shall learn to work together, not merely for the accomplishment of the work, but for the growth of the worker. The advantages of committee work have been twofold. On the one hand, the spirit of disinterested purpose and devotion that committee members put into its initial work has been life-blood to the Union. On the other hand, members of committees, through collective service and responsibility, have gained self-control, poise, judgment, a broader sympathy, a wider view-point, and the inspiration of personal service.

DEPARTMENT OF BUSINESS MANAGEMENT

THE committees of this department shall be such as are needed to insure the most efficient use of the Union's funds and building and the prompt administration of the business departments. The aim of all these committees is so to direct the material resources and equipment of the Union as to insure a tangible expression of its ideals.—By-Laws: *Article* iii, *Section* 3.

BUSINESS COMMITTEE

Functions: *An executive committee for administration of the details of the business departments.*

It is composed of the Chairmen of the Food, Handwork, Employment and Class Committees, together with the President, Treasurer, Secretary and Financial Secretary. The department committees that are represented on the Business Committee by their chairmen are advisory in function, concerned with broader questions of policy and responsible for the initiative in creative work.

FINANCE COMMITTEE

Functions: *General oversight and direction of the financial affairs of the Union.*

Obviously, neither the funds invested nor the money represented by the value of the Union's building are available for yearly operating expenses, nor can the interest from funds invested be diverted to ordinary expenses; for it is applied to the mortgage still remaining on the building. While a comparatively large volume of business is transacted, a considerable part of the money received is returned directly to consignors

in the Food and Handwork Departments. The total sale of consignments for 1904–1905 aggregated almost $75,000.00, but about $62,500.00 was re-paid to consignors. The operating expenses of these two departments were $12,347.00 (exclusive of rent, repairs and equipment, janitor's service, heat and light, which are included in the general housekeeping bills and not charged to departments). Hence a business whose yearly receipts amount, approximately, to $75,000.00 brings no gain, but is, on the contrary, a positive expense to the Union. The Boylston Street Lunch Room is the only department sufficiently lucrative to add any substantial sum to the treasury. The Providence Street Lunch Room, the Members' Lunch Room, the Sales Rooms for Food and Handwork, and the Employment Department either barely cover their own expenses, or represent an actual deficit. Certain phases of the work — notably the departments included under the divisions of Social Extension and Social Service — represent a constant outgo with no appreciable income. When to this is added the cost of frequent experiments undertaken by the Union as one of its most important functions, the deficit becomes each year a matter for serious consideration. The figures in the "Financial Statement" that follows show an excess of expenditures over receipts for the past year that amounts to about $4,650.00.

This deficit is met in various ways. There are bequests from friends and generous responses to appeals frequently sent out. The generosity of one friend, Mrs. Catherine P. Perkins, made possible the almost immediate payment of the greater part of the mortgage assumed when the present building was purchased.

NET GAIN OR LOSS IN THE UNION DEPARTMENTS FOR THE YEAR ENDING MARCH 31, 1905

	Gain : Excess of Receipts over Expenses	*Loss : Excess of Expenses over Receipts*
Operating expenses, General Offices and Union Building. (*Rent, repairs, equipment, heat, light and janitor's service are not estimated in the expenses of any department, but are included in the above statement of General Operating Expenses*)		$17,372.16
Printing, Advertising, Postage and Stationery		1,452.95
Class Department		
Trade Classes		821.31
General Classes		558.81
Employment Department		
Business Agency	334.81	
Domestic Reform League	1,862.65	
Inter-Municipal Committee		345.15
Food Department		
Sales Room		61.91
Lunch Rooms		
Providence Street	3,052.77	
Boylston Street	9,116.54	
Members'	318.99	
Food Supply		911.82
Handwork	100.44	
Lecture	208.64	
Social Extension		365.74
Membership	3,385.00	
Befriending		441.27
Protective		631.51
Sanitary and Industrial Conditions		132.10
Interest on deposits	70.38	
Totals	$18,450.22	$23,094.73
Excess of Expenses over Receipts		$4,644.51

PERMANENT FUND		
Statement of Investments, April 1, 1905		$40,464.73
CATHERINE P. PERKINS FUND		
Statement of Investments, April 1, 1905		9,500.00
BUILDING FUND		
Statement of Investments, April 1, 1905		
Assets: *Real estate, cost as purchased, with improvements*	$145,862.50	
Cash on hand	187.16	
Total	$146,049.66	
Liabilities: *Subscriptions remaining unpaid April 1, 1905*	$27,250.00	

(*The interest from the Permanent Fund is paid to the Building Trustees to be applied to the mortgage on the present building*)

HOUSE COMMITTEE

FUNCTIONS: *General management of the Union building; direction of repairs; purchase of general supplies.*

The Union came into possession of its present property at 264 Boylston Street in 1888. For the first years that followed, it reserved only the basement and part of the first floor of the building for its own use, leasing the rest as offices and studios. Inch by inch the oncoming tide of its activities has absorbed this space, until now it has not only appropriated the entire building to its own purposes, but added, by a three years' lease, another building on Providence Street. Nevertheless, its present state of congestion is so serious that the necessity for a new building cannot long be delayed. The mere matter of repairs has become

a serious argument against the extravagance of maintaining the old building. During the last five years, over $10,000.00 has been expended in repairs and alterations.

CONFERENCE OF HEADS OF DEPARTMENTS

FUNCTIONS: *To weld the departments into an organic whole by interchange of facts and discussion of principles and policies*, with the belief that this committee, composed of paid workers, who are in charge of the various departments, should feel increasingly the responsibility of giving direction and initiative to the work of the Union.

GENERAL COMMITTEE OF EMPLOYEES

FUNCTIONS: *To offer a medium for self-expression and an opportunity for self-government on the part of employees.*

All general questions that affect hours, wages, or any other working condition are referred to this committee for discussion and recommendation before being adopted by the Board or the Business Committee.

ORGANIZATION: The committee is composed of:

Chairman of Board of Government	
Heads of Departments	20
Delegates (*Employees of each department elect a delegate to represent them*)	11
Advisory Members of Board of Government (*not entitled to vote*)	3

DEVELOPMENT: The scope of the committee's interests is shown by mention of a few of the points approved by it and carried into effect by the management as a result of its recommendations: installation of

a time-clock; uniform wage scale for kitchen workers and servers; rules regulating employees' responsibility for breakage; scale of payment for overtime; rules regulating payment during absence,—the last having resulted in the formation, very recently, of a Union Benefit Association among employees.

DEPARTMENT OF EDUCATION AND INDUSTRIAL ARTS

THE committees of this department shall have in charge such classes, lectures and other methods of instruction as shall promote sympathetic and intelligent thought, and a high standard of work. They shall adopt the industrial methods that shall best help women to help themselves, and shall strive constantly, "by a scientific and careful consideration of present conditions, to awaken interest in the larger aspects of industrial problems."—By-Laws: *Article* iii, *Section* 3.

CLASS DEPARTMENT

Beginning: 1877–1878, with classes in English, Grammar, History, Political Economy, French, German and Italian.

Aim: To meet the most insistent demand of the hour for educational opportunities for women, and to vary the program to respond to changing needs.

Development: As a consistent expression of the committee's aim, the classes offered in 1877 and the years immediately following were "Culture Classes,"—History, Literature, Languages. Later these were superseded by general industrial classes, which in turn are being eliminated by the evolution of definite "trade classes."

STATEMENT OF CLASSES 1904–1905

Trade Class in Hat-making—for wage earners

Aim: To fit women for the trade of makers of hats. Makers usually get their training by the "apprentice system" that prevails in millinery shops. The advantages of a trade class over the apprentice system are the possibility of more personal attention to individual

pupils and of thorough and systematic training, thus insuring to the pupil more rapid advancement and more thorough habits of work, than can be attained by the average apprentice.

LENGTH OF COURSE: Seven hours daily, five days a week, for two terms of fifteen weeks each.

CLASS SHOP: In connection with the Trade Class, there is conducted a Class Shop, where may be had attractive "Union made" hats at reasonable prices.

FINANCIAL STATEMENT for Year ending Mar. 31, 1905

RECEIPTS:	
From Tuition	$ 317.50
From Class Shop	1,126.66
Total	$1,444.16
EXPENSES (*exclusive of rent, repairs, equipment, heat, light, janitor's service*)	
Salaries for instructors and workroom assistants	$ 788.52
Material for Shop	1,822.09
Printing, Advertising & Sundries	104.86
Total	$2,715.47
Excess of Expenses over Receipts	$1,271.31
Less Stock on Hand	450.00
Net Loss	$821.31

GENERAL CLASSES — DRESSMAKING AND MILLINERY — FOR HOME WORKERS

AIM: Designed primarily for young women who wish to learn the principles of dressmaking or millinery to enable them to make their own hats or gowns.

LENGTH OF TERM: For both Day and Evening Classes, two terms of twenty-four lessons, two hours each, two lessons weekly.

FINANCIAL STATEMENT for Year ending Mar. 31, 1905

RECEIPTS	$1,915.45
EXPENSES (*exclusive of rent, repairs, equipment, heat, light, janitor's service*)	2,474.26
Excess of Expenses over Receipts	$558.81

FUTURE: At the moment, opportunities are widening for women in many trades. There is growing discussion and appreciation of the value of training, and an increasing demand for trained workers that would seem to forecast added emphasis on trade work in the future.

EMPLOYMENT DEPARTMENT

The Employment Department as a whole has found interpretation through four allied but distinct efforts, —the Business Agency, the Domestic Reform League, the School of Housekeeping and the Inter-Municipal Committee on Household Research.

BUSINESS AGENCY

BEGINNING: 1877.

AIM: The maintenance of a business office where may be found skilled and efficient workers in employments other than domestic service.

DEVELOPMENT: The material for this office is recruited in part by women, often wholly untrained, who come to the Union seeking employment outside the ranks of shop, factory, or household labor. The effort of the office has been, unceasingly, to classify workers more accurately; to raise the standard of work recommended by the agency; to place the department on a business rather than on a philanthropic basis, referring such cases as cannot be dealt with by business rules to a special employment agent for individual effort and inves-

tigation. Aside from this patient, daily endeavor, the most important work of the department has been an investigation of fraudulent advertisements, undertaken in 1885–1886–1887. This investigation, reported to the officials of the Post Office and of express companies, was effective in causing a marked decrease in the number of fraudulent advertisements issued in Boston.

STATEMENT OF THE DEPARTMENT for Year ending March 31, 1905

Employers registered	1,934
Employees registered	1,693
Places filled	1,374

FINANCIAL STATEMENT

RECEIPTS	$2,655.88
EXPENSES (*exclusive of rent, repairs, equipment, heat, light, janitor's service*)	2,321.07
Gain	$334.81

FUTURE: Since the organization of the Business Agency, woman's position in the economic world has become more clearly defined as well as more firmly established. The tendency of the time toward specialization, and the Union's adherence to a policy making for a high standard of work, are the two strongest forces shaping the future of the Agency.

DOMESTIC REFORM LEAGUE

BEGINNING: 1885. "Domestic Service Bureau." Reorganized 1897 as "Domestic Reform League."

AIM: "The scientific and careful consideration of present conditions in domestic service; the awakening of the interest of women in the larger aspects of the problem; the recognition by the employer that fair conditions should be given in exchange for faithful ser-

vice, and by the employee that interested and efficient service should be given in exchange for fair wages and just conditions; and further, the recognition by both employer and employee that efficiency should be a standard of wages."

DEVELOPMENT: The existing chaos and disorganization in domestic service early arrested the attention of the committee. Out of ten years' observation and experience grew the Domestic Reform League, whose objects have already been stated in the aim given above. The use of the employment office is limited to employers and employees who are in sympathy with the objects of the League and willing to endorse it by becoming members. That the importance of the business relation in domestic service may be emphasized, a printed contract has been required between all employers and employees of the Domestic Reform League since 1900.

RESEARCH: In the study and analysis of the domestic service problem, the following investigations have been undertaken by employees of the department in coöperation with the Massachusetts Bureau of Statistics of Labor:

I. *An Effort to attract Workers in Shops and Factories to Domestic Service.*
II. *Hours of Labor in Domestic Service.*
III. *Social Condition in Domestic Service.*
IV. *Household Expenses.*

Also

V. *The Law of Employer and Domestic Employee*, compiled by a lawyer, under the direction of the Employment Committee.

STATEMENT OF THE DEPARTMENT for Year ending March 31, 1905

Employers registered	9,858
Employees registered	5,049
Employees placed	3,915
Day workers supplied	1,838

FINANCIAL STATEMENT

RECEIPTS	$6,528.40
EXPENSES (*exclusive of rent, repairs, equipment, heat, light, janitor's service*)	4,665.75
Gain	$1,862.65

FUTURE: It is the belief of the Union that further contributions of the Domestic Reform League to domestic service will take the direction of constructive effort, rather than that of study and analysis. The path of "least resistance" in constructive work is indicated by three marked tendencies:

I. Removal of more and more housework from the home, and its organization in business enterprises.
II. Specialization on the part of house-workers.
III. Increase in the demand for workers by the day or hour.

An experiment based on the first of these tendencies, and entered into with the hope that it might prove a positive effort toward the alleviation of existing conditions in domestic service, is the attempt recently inaugurated by the Union to deliver meals hot to patrons in their homes. (See FOOD SUPPLY DEPARTMENT, *page* 35.)

SCHOOL OF HOUSEKEEPING

A further step in the study of domestic service was

the establishment of a training school for employers and employees.

BEGINNING: October, 1897.

AIM: I. To train employers to keep house. II. To train employees to do housework. III. To serve as an experiment station in Home Economics.

DEVELOPMENT: *Employees:* The demand for such training on the part of employees was slight. After four years, classes for employees were given up.

Employers: The demand on the part of prospective employers, young women just out of college, boarding or high school, increased steadily during the five years of the school's existence.

A Professional Course, open to college graduates, designed to train women for leadership in the various branches of Home Economics, was also started.

RESEARCH: In coöperation with the Massachusetts Bureau of Statistics of Labor, students of the school published these reports:

Social Statistics of Working Women.
The Cost of Homemade and Prepared Food.

July 1, 1902, the School of Housekeeping was transferred by the Union to the Trustees of Simmons College, and was incorporated in the Home Economics Department of the college.

INTER-MUNICIPAL COMMITTEE ON HOUSEHOLD RESEARCH

BEGINNING: 1904.

AIM: "To study impartially and thoroughly the conditions which attend household work; to place this information before employers, employees and stu-

dents; and to encourage helpful movements for adjustment. It is the attempt of a neutral organization to act as a clearing-house for the many and varied institutions which affect the household—to enter into competition with none of them, but to aid them in closer coöperation with each other."

DEVELOPMENT: The Inter-Municipal Committee was the immediate outgrowth of an investigation of employment agencies carried on by the College Settlement Association and the Woman's Municipal League of New York City. It had its origin in the general recognition of the need for definite, concerted action regarding the disorganized state of household labor. The cities represented in the Association at present are Boston, New York and Philadelphia, the Women's Educational and Industrial Union being the Boston representative.

Sources of Supply, Labor Exchanges, Domestic Training, Lodging House conditions and the Housing Problem have been the principal divisions for study thus far. Under Sources of Supply, investigations have been instituted relating to immigrant women, and more recently to negro women, with reference to the proportion, adaptability and opportunities of each in housework. Some practical results of the work just fairly begun are the cataloguing of agencies, lodging houses, and information concerning domestic training schools. A "Plan of Study for Clubs" has also been sent out to clubs throughout the state, and a card catalogue of specialized bibliography for general reference is being compiled. During the coming year, the committee's work of investigation will be pursued largely by fellows appointed from different colleges

in the endeavor to maintain a scientific and strictly unprejudiced attitude toward the facts under consideration.

FUTURE: The committee looks forward to the formation of bureaus in other cities through which its work may be more widely known, and coöperation with employers more effectual. Constructive work will also be undertaken in the way of special organizations formed at the committee's instance for the protection of immigrant and negro women, for raising the standard of employment agencies and for promoting domestic training.

FOOD DEPARTMENT

A GROUP OF RELATED ACTIVITIES — the Sales Room, Boylston Street Lunch, Afternoon Tea and Supper Room; Providence Street Lunch Room; Members' Lunch Room; and Food Supply — are covered by the one term "Food Department."

SALES ROOM

BEGINNING: 1878, "with a single showcase in the reception room where both food and fancy articles were displayed." Sales for the first year, $21.56.

AIM: I. To help women untrained in business experience and methods: (1) By bringing their work to the attention of the public, offering a "market place" for the unknown worker. (2) By constant striving to raise the standard of work accepted and to conduct the department on a business basis, that the Sales Room may be a practical school to consignors, teaching them to improve the quality of their work and to acquire business habits. Food presented for consignment is judged solely on its merits and not in any measure

by the need of the consignor, in the belief that the philanthropy that would adjust the standard of work to the worker's need of employment, can only result in lasting harm both to the work and to the individual worker.

II. By meeting the growing demand for food prepared outside the house, under sanitary conditions, to contribute something toward this partial solution of present household perplexities.

Sanitary Inspection: The Union requirement that all food offered in its Sales Room must be made under cleanly and healthful conditions, necessitates the employment of a Sanitary Inspector. All consignors within a radius of twenty miles of Boston come under her supervision, persons at a greater distance being required to present a certificate of sanitary conditions from a local Board of Health or physician. The duties of the Sanitary Inspector include, in addition, two special lines of work: (1) The collection of certain statistics regarding the cost of consignments, including rent (if any), cost of material, fuel, express and packing, with an attempt to estimate as closely as possible the per cent of profit and earnings per hour. — Suggestions in regard to buying are also given where such advice is needed. — (2) The encouragement of some simple system of bookkeeping, as well as business-like habits and methods of work wherever these do not already prevail.

Development: It was the original intention of the Sales Room to offer an initial opportunity to the largest possible number of inexperienced workers. Yet, in spite of the fact that the business of the department constantly increases, the number of consignors has

steadily diminished during the last few years. The natural working of the law of supply and demand results, without constant guidance and resistance, in concentration of consignments in the hands of a few of the larger consignors. When a consignor has succeeded by virtue of superior skill and business methods, in building up a trade for herself, these very qualities tend to increase the volume of her business and place her beyond the range of competition with the small consignor. While there were last year eighty-four consignors, and the total amount paid them was somewhat over $43,000.00, ten consignors (12.8%) received more than $22,000.00 (50%) of this amount.

FINANCIAL STATEMENT for Year ending Mar. 31, 1905

RECEIPTS	$53,183.92
EXPENSES (*exclusive of rent, repairs, equipment, heat, light, janitor's service*)	
Paid to consignors	44,061.29
Salaries	6,562.28
Supplies and postage	1,761.11
Teaming	861.15
Total	$53,245.83
Loss for the year	$61.91

FUTURE: The tendency toward concentration of consignments, and the further fact that the department has never been able to cover expenses, gives the Union pause in considering the future, and raises pertinent questions as to what is the present significance of the Sales Room and what it should exist to accomplish. Meantime a careful study of the situation is being made. Whatever the Sales Room's future development, greater emphasis will be given to the opportunities it possesses of furthering the demand for food

prepared outside the house. To this end, the attempt will be made to enlarge the variety of its consignments by adding such essentials as soups, broths and meats, and by increasing its facilities for serving and delivery.

LUNCH ROOMS

BEGINNING:	Providence Street Lunch Room	1886
	Boylston Street Lunch Room	1891
	Members' Lunch Room	1903
	Afternoon Tea and Supper Room	1905

AIM: *Providence Street Lunch Room:* To provide simple, homemade food at a moderate price, and also to offer opportunity, to any woman who may care to do so, to bring her own lunch.

Boylston Street Lunch Room: To meet a demand by the business and other busy women of the community for quick service and dainty food, and to furnish an income to the Union, to help in the support of other departments that are a constant drain on the Union's treasury.

Afternoon Tea,—served from 3.30 to 5.30, as an opportunity for social intercourse between members and friends, and an accommodation to the public.

The experiment of serving a simple supper in the Boylston Street Lunch Room from 5.30 to 7.30 was initiated this year, and gives promise of sufficient success to insure its permanency.

Members' Lunch Room: To increase fellowship among members and to offer greater quiet and rest than is possible under the crowded conditions which obtain in the other lunch rooms.

FINANCIAL STATEMENT for Year ending Mar. 31, 1905
(*In no case does the statement of expenses given below include rent, repairs, equipment, heat, light or janitor's service*)

Providence Street Lunch Room:	
RECEIPTS	$23,610.28
EXPENSES	20,557.51
Gain	$3,052.77
Boylston Street Lunch Room:	
RECEIPTS	$30,910.89
EXPENSES	21,794.35
Gain	$9,116.54
Members' Lunch Room:	
RECEIPTS	$19,177.16
EXPENSES	18,858.17
Gain	$318.99

FUTURE: No marked change in the present policy of this department is foreseen. It cherishes constantly for the future two possibilities: first, that its employees should grow into a greater sense of responsibility and a larger measure of self-expression in the work of the department; second, that larger and better accommodations should be secured, that the department may have light, sun, air and space in which to expand.

FOOD SUPPLY

BEGINNING: August, 1903.

AIM: To carry the existing tendency toward preparation of food outside the house one step farther by cooking food in a central kitchen and delivering it hot to patrons in their homes.

DEVELOPMENT: This experiment was started in cooperation with the Laboratory Kitchen and Food Supply Company, at 50 Temple Place. A trial of nine months proved the impracticability of attempting to

carry on the work at 50 Temple Place, owing to limitations of space and the growing demands of the lunch rooms. The experiment was accordingly transferred to the Union building and incorporated with the Food Department in June, 1904.

During the year, 339 different persons have tested Food Supply dinners, the largest number of dinners sent in any one day being 42. The majority of orders have been irregular, although 88 persons have taken dinners regularly by the week. The demand has been divided about equally between Boston and the suburbs sufficiently accessible for delivery. Professional workers attempting light housekeeping, small families in non-housekeeping apartments, suburban housekeepers confronting the problem of securing and retaining houseworkers, housewives weary of the daily routine of planning and marketing, and perplexed employers struggling with some domestic upheaval that culminates in the abrupt departure of a cook,—all these classes in the community have been represented among the patrons of the Food Supply dinners during the last year.

FINANCIAL STATEMENT for Year ending Mar. 31, 1905

RECEIPTS	$2,578.26
EXPENSES (*exclusive of rent, repairs, equipment, heat, light, janitor's service*)	3,490.08
Net loss for the year	$911.82

FUTURE: The Food Supply Department is still on an experimental basis. The last year, while showing certain encouraging symptoms of growth, has not been sufficiently conclusive to justify any final assurance of the success of the attempt, or the probable line of its future development.

HANDWORK DEPARTMENT

BEGINNING: 1878. Made a separate department in 1893.

AIM: The Handwork Department, in common with the Food Sales Room with which it was at first combined, had its origin in the desire to offer an initial opportunity to women who are not equipped by training and experience to create a market for their work; to improve the quality of work consigned and to inculcate business habits.

DEVELOPMENT: The department has grown slowly but surely every year since its inception. The present number of consignors is 508. Although the total sales of the department attain a considerable volume in the course of the year, the amount paid to individual consignors is small, as a rule not exceeding $500.00.

FINANCIAL STATEMENT for Year ending March 31, 1905

RECEIPTS:	
Sales	$21,642.41
EXPENSES (*exclusive of rent, repairs, equipment, heat, light, janitor's service*)	
Paid to consignors	$18,380.00
Salaries	2,655.57
Supplies and postage	506.40
Total	$21,541.97
Net gain for the year	$100.44

FUTURE: To meet the hopeful tendency toward individual expression in all handcraft with the gradual elimination of the product which has no intrinsic value, will be the attempt of the future. It is the committee's hope that increasing emphasis may be laid on color and design; that the standard of work may be

raised continually to keep pace with the best handwork that is achieved by women, and that the department may prove more truly than has ever been the case, a training school to stimulate the consignor to better things, that the individual as well as the department may have opportunity to grow.

LECTURE COMMITTEE

BEGINNING: Since the establishment of the Union in 1877, courses of lectures have been given on a great variety of subjects, and under the direction of various committees. — Organized as a separate committee in 1892.

AIM: To enlarge the interests of women on educational, social and industrial topics; the fundamental purpose of these lectures, in common with that of all Union work, is the development of a broader intelligence and social sympathy. Also to emphasize membership by affording special privileges in connection with lectures.

DEVELOPMENT: The number of lectures, which at first was very large, has been gradually reduced, because of increasing opportunities elsewhere through the lectures offered by clubs, settlements, educational centres and other organizations.

STATEMENT OF LECTURES, 1904–1905. The Perkins Lectures, free to members, have been given on Thursday afternoons and Wednesday evenings, on the general topics *Women in Industry*, *Places of Historic and Literary Interest*, and *Current Events*, making a total of nine afternoon lectures and thirteen evening lectures.

The Lecture Committee has set apart for its use the interest on the "Catherine P. Perkins Fund" ($9,500.00).

FUTURE: The work of the committee is constantly modified by its study of the Union's rapidly increasing membership,—its possibilities and needs. It is hoped that the Union lectures and public conferences in future may offer only such opportunity for training and development—educational, industrial and social —as is not provided by other organizations, and that some more vital connection with the work and needs of the various Union departments may be effected.

DEPARTMENT OF SOCIAL EXTENSION

THE committees of this department shall make it their purpose to extend the knowledge of the Union's aims and work; to enlist the coöperation of all women who can honestly endorse the ideals for which the Union stands; to provide facilities for the comfort and convenience of members and to express a genuine and democratic spirit of fellowship. — By-laws: *Article* iii, *Section* 3.

SOCIAL EXTENSION COMMITTEE

Beginning: 1877.

Aim: To offer opportunity for all sorts and conditions of women to meet together on the common ground of humanity and identity of social interests. "*The Union of all for the good of all.*"

Development: This committee, under the name of "Committee on Social Affairs," originally included the following sub-committees: Library, Reading Room, Hospitality, Entertainment, Lectures and Classes, Agency of Direction, and Visiting the Sick. Later it took the name "Hospitality Committee," by which it was known until 1904. It has always contributed largely to the life and spirit of the Union. A series of entertainments, receptions, teas, suppers and luncheons, reaching back in an unbroken line for twenty-eight years, stands as a monument to its activity. To this faithful service must be added remembrance of members of the Hospitality Committee in attendance at the Union to meet strangers, answer questions, and by their presence express the Union's welcome to all women who come within its doors.

The use of Perkins Hall and of committee rooms is given free to organizations for social betterment.

From April 1, 1904, to April 1, 1905, not less than thirty-seven different associations availed themselves of this opportunity.

STATEMENT OF WORK for Year ending March 31, 1905

A Social Extension Agent was engaged last fall to fill the need for a permanent representative in the Reception Room. During the year, she has endeavored to come into relation with new members and to study as a whole the question of membership and its needs. The social activities of the year have been: *Two Receptions* by the Board of Government; *Whist Evenings*, every Monday from October to June; *Social Afternoons*, when the various committees of the Union have received in turn and have presented some phase of their work; *A series of three Receptions*, intended to relate the Union more closely to other forces in the community, at which the special guests were, in turn, social workers, teachers, and club women of Boston.

FUTURE: The committee's endeavor for the future: That the spirit of fellowship, of simple friendliness and gracious, ungrudging response may so permeate the work of the organization that it will find expression as fully through the business departments and all the varied activities of the Union as through the medium of the Social Extension Committee. That this spirit may find its deepest realization through a closer sympathy and understanding on the part of all women, whether they be committee members or employees, who work together in the Union.

MEMBERSHIP COMMITTEE

CHARTER MEMBERS: 42, increasing at the close of the first year to 400.

AIM: To offer to all women, without discrimination of race, creed, or social condition, an opportunity to express their endorsement of the Union's principles and work by enrolling themselves as members, and to assist in the development of this work by an annual subscription to the treasury.

DEVELOPMENT: The membership grew steadily until 1890 when it had reached 1618. From that point until 1902, the decrease was due to a change in policy by which members of classes and consignors to the Food and Handwork Departments were relieved from obligation to join the Union. In 1902 the membership again began to increase in response to printed statements about the work and the needs of the organization and to a fuller recognition of the opportunities afforded by the Union for social service.

CONVENIENCES FREE TO MEMBERS:

I. Use of Members' Lunch and Rest Rooms.
II. Attendance at Perkins Lectures.
III. Yearly subscription to the Bulletin of the Massachusetts State Federation of Women's Clubs.

STATEMENT OF MEMBERSHIP, APRIL 1, 1905

Annual	2,618
Life	221
Subscription	98
	2,937

FUTURE: The development of the membership of the Union should keep pace with the opportunity it of-

fers women for varied service to others,—industrial opportunities, individual growth, or personal convenience; and with the community's estimate of its value as a Social Experiment Station, along educational-industrial lines.

EMPLOYEES' REST ROOM AND LUNCH ROOM

BEGINNING: Rest Room, 1895.
Lunch Room, 1903.

Any employee of the Union, or any member of a committee, is entitled to use these rooms.

Food is served at cost price.

A Lunch Room Committee is appointed each month from the General Committee of Employees to consider all suggestions and complaints made by employees in regard to the conduct of the room.

A Rest Room Committee, appointed from the same body, has in charge the general appearance and order of the Rest Room.

DEPARTMENT OF SOCIAL SERVICE

THE committees of this department shall take measures to better the condition of women and children, either by direct effort in their behalf, or by coöperation with other organizations.—By-Laws: *Article* iii, *Section* 3.

BEFRIENDING COMMITTEE

Organized as a separate committee in 1884.

Aim: To offer a helping hand and advice,—the "human touch,"—but not to act as a distributing agency, and only under extraordinary pressure to give direct relief. The endeavor is made to coöperate with all existing organizations for relief in serving as a medium of exchange between persons needing help and the proper sources for assistance.

Development: Although not organized as a separate committee until 1884, befriending work had been done in connection with other committees since the beginning of the Union. A paid agent has been employed since 1890 to assist in the investigation of applications and to meet applicants daily at stated hours at the Union.

Junior Workers' Club, started by the Befriending Committee in 1895. A club of young girls, most of whom are employed as cash or sales girls in the large shops. Twice each month they meet for supper, a business meeting, a short talk or class, dancing and games. A vacation in the country is arranged for them in summer.

Police Matrons. The Befriending Committee was actively interested, and in part responsible, for a bill that passed the Legislature in 1887, providing

for the employment of Police Matrons in all large cities in Massachusetts.

STATEMENT OF WORK, 1904–1905

Befriending Agent: Office hour daily.

Junior Workers' Club: Meeting twice monthly.

Number of Cases for the year ending March 31, 1905,—239.

Number of Visits made by agent to homes of applicants or to other organizations in their behalf, 469.

FUTURE: The character of the work has never varied greatly since its initial impulse. The committee stands ready to help the woman who has been worsted in the struggle of life, to help herself.

COMMITTEE ON ETHICS

BEGINNING: Under the name of the "Committee on Moral and Spiritual Development," 1877. Organized as "Committee on Ethics" in 1895.

AIM: To act as the Union's conscience. "To ponder questions of right and wrong that might be brought from other committees or from civic sources. To disseminate ethical thought by means of leaflets and other publications."

DEVELOPMENT: From its inception, there has been in the development of the Union's ideal a deep vein of ethical purpose. The Union itself was an outgrowth of an association of women who, four or five years previous to its birth, had "met in an upper chamber every Sunday afternoon to listen to the reading of essays and exchange thoughts upon vital subjects." For fifteen years longer these Sunday meetings continued at the Union under the guidance of the Com-

mittee on Moral and Spiritual Development. Non-sectarian in character, and covering a wide field of ethical topics, they undoubtedly made for tolerance and broader sympathy on the part of the women who attended them. Their distinctive feature was the "discussion" that always followed the talk, and this discussion, carried on by women unused to self-expression, was a force potent to train them to keener and more decisive thought.

Little by little, vesper services in churches and expanding opportunities for thought and discussion in women's clubs, came to supplant the need that twenty years before had created these Sunday meetings, and in 1894 they were discontinued.

PUBLICATIONS: The Committee on Ethics has emphasized its effort to build up and vivify moral thought by the publication of the following leaflets:

The Importance of Habits, from "Psychology," by Professor William James.

A Popular Fallacy, by Lucia True Ames.

Social Righteousness, by Dean George Hodges, D.D.

Luxury and Responsibility, Extracts from the writings of Richard T. Ely, Ph.D., LL.D., and others.

The Evolution of Providence, by E. W. Wheelock.

What is Our Social Ideal, from "Introduction to Political Economy," "Outlines of Economics" and "Socialism and Social Reform," by Richard T. Ely, Ph.D., LL.D.

Problems raised by the War, by Hon. George S. Boutwell.

Imperial Democracy, by David Starr Jordan.

Greek Democracies, by Thomas Davidson.

Simplification of Life, by Mary Brown.

For What Can War but Endless War Still Breed? Selected Quotations.

Expensive Living, the Blight on America, by Joseph Lee, from the "New England Magazine."

A Glimpse into a World of Darkness, written by a blind person for the Committee on Ethics.

. . .

The Marching Morrows, a Year-Book of Quotations.

THE NEEDS OF THE ADULT BLIND — have been studied recently by the committee. Largely through its efforts, the Massachusetts Association for Promoting the Interests of the Adult Blind has been formed and a commission appointed by the Legislature to investigate the subject and report some recommendation to provide industrial training for the adult blind. Pending the final report of this special commission, the Association has instituted an Experiment Station for the Blind, to determine, by actual experience, the lines of industrial work that they are best fitted to perform.

OLD-AGE INSURANCE: One of the most baffling problems presented to the Union through the Business Agency and the Befriending Committee is that of finding employment for women of middle age or older. In the last three years, seventy-three per cent of the women more than forty-five years old who have come to the Union seeking work other than domestic service have not found it. Out of a total of 346 such women, registered in the Business Agency during that time, only 93 have been placed even temporarily. Again and again the Union faces the tragedy of the woman with the will to work and the necessity, whose labor, either through lack of training, excess of age, physical incapacity or excessive competition, has no market value. Without work, there is left for such a woman a choice of three things only, — death by starvation or suicide, crime, relief by charity with the

stigma of pauperism. This perplexity has turned the eyes of the Committee on Ethics toward old-age insurance. During the last year, the committee has taken up this subject with the purpose of making as careful a study of old-age insurance as was made of the condition of the adult blind.

STATEMENT OF WORK, 1904–1905

I. Comparative study of systems and plans for old-age insurance in other countries, including a cursory review of:

   Systems now applied in Germany, France, Denmark, Iceland, Norway, Australia, New Zealand; Plans proposed in England, Belgium, Sweden, Austria, Italy, Switzerland, Roumania, Russia, Spain, Holland.

II. Preparation of the second volume of "The Marching Morrows," to be published in the fall of 1905.

FUTURE: The committee's future usefulness probably lies in the direction of more active civic service. Its purpose for the immediate future is to continue its investigation of old-age insurance, in the hope that ultimately the coöperation of other social agencies in the community may be secured in working out a practical plan applicable to conditions in Massachusetts.

PROTECTIVE COMMITTEE

ORGANIZED: 1878.

AIM: To commend the legal and social rights of women to the attention of the community and to endeavor to awaken a public sentiment against wrongs that go unredressed and rights that are disregarded.

DEVELOPMENT: The Union's attention was early called to instances where the wages of working women were unfairly withheld. As a result this committee was established to investigate cases of injustice done to women. After fifteen years of volunteer service on the part of committee and counsel, a paid agent was engaged to hear and investigate complaints, also a lawyer to conduct such cases as require legal action. Recently the hearing and investigation of complaints have also been conducted by the committee's counsel.

INVESTIGATION OF INSTALMENT BUYING: Various cases arising from complications in buying on the instalment plan roused the committee's attention to possibilities of injustice in the system as at present administered. An agent was employed last year to investigate the subject of instalment buying, including the laws regulating conditional sales, and their practical application. As a result of impartial study in the endeavor to weigh justly the interests of both seller and buyer, the committee this year presented two bills to the Legislature, embodying certain changes designed to protect the buyer. While these bills do not interfere with the business of the honorable seller, they guard the interests of both against the class of unscrupulous persons that now exploits the opportunities for sharp dealing and chicanery made possible by certain defects in the existing laws. A portion of the proposed legislation was reported favorably by the Committee on Probate and Chancery. The amended bill passed the House and the third reading in the Senate, but was lost in the Senate on the vote for engrossment. Since large moneyed interests are involved and have been active in opposition to the measures

proposed, the committee feels that this year's failure to effect the final passage of the bill is less a discouragement than a stimulus to further effort.

STATEMENT OF CASES for Year ending March 31, 1905

CHARACTER			NUMBER
Wages	*Household assistants*	62	
	Sewing women	22	
	Shop and office work	5	89
Advice			48
Collection of bills			153
Rent			4
Miscellaneous			19
Total			313

FUTURE: The work of the committee is becoming more and more a preventive help and a power for good in investigating errors and abuses with the hope of effecting certain reforms. As the department becomes better known, less difficulty is met in collecting wages and securing justice.

COMMITTEE ON SANITARY AND INDUSTRIAL CONDITIONS

ORGANIZED: 1903. Made a joint committee with the Massachusetts State Federation of Women's Clubs, 1904.

AIM: To better the condition of women and children who work in shops and factories. To safeguard their present rights and to strive for better legislation in their behalf.

DEVELOPMENT: The Committee on Sanitary and Industrial Conditions grew out of the Hygiene Committee. The latter, organized in 1877, for twenty-five years centred its activity in two main efforts: (1) To

offer instruction on matters connected with health, through lectures and classes. (2) To provide medical assistance to meet the needs of persons of limited means who are nevertheless able to pay a nominal fee. Conditions in the community having so changed that general need of both these activities seems to have been, in great measure, outgrown, this committee was reorganized in 1903 with the broader purpose stated in its present aim.

STATEMENT OF WORK, 1904–1905: An investigation of the effect on health of certain trades in which women and children are employed was undertaken last spring by an agent employed by the joint committee. The conditions investigated were those under which women work in rubber, twine and cordage factories.* The results of this preliminary study have been used to further emphasize at the State House and elsewhere the demand for a thorough investigation by the State Board of Health of the reaction of various trades on the health of the workers employed. Such an investigation has been assured by a bill, passed by the present Legislature, which provides an appropriation of $5,000.00 for this purpose, and requests that a report by the State Board of Health be submitted in January, 1906.

FUTURE: The committee's effort will be directed toward an investigation into the working conditions of women and children under present factory legislation.

*For full report of this investigation see the Federation Bulletin for March, May and June, 1905.

INVESTIGATIONS AND EXPERIMENTS

IN its inception, all the work of the Union is permeated by a spirit of democracy and an ideal of social service that have rendered it somewhat unique, among women's organizations, for seriousness of purpose. While certain of its interests are allied closely to the work of other agencies in Boston, philanthropic or educational, and other divisions of its work are akin to the present efforts attempted broadly by women's clubs, in one branch of its activity it stands quite apart. The industrial aspect of the Union's work constitutes its peculiar distinction and opportunity. Through its business departments, supplemented by committees that represent various phases of social service, it is equipped to an exceptional degree for investigations and experiments in social industry.

INVESTIGATIONS: Instances already cited of investigations into the conditions prevailing in domestic service are: "An Effort to attract Workers in Shops and Factories to Domestic Service," "Hours of Labor in Domestic Service," "Social Conditions in Domestic Service," "Social Statistics of Working Women," "Household Expenses," "The Law of Employer and Domestic Employee," and the present investigations of the Inter-Municipal Committee on Household Research. The organization of the Food Supply Department was preceded by a study and report on "The Cost of Homemade and Prepared Food." The investigation of the conditions of the adult blind conducted by the Committee on Ethics laid emphasis on possibilities of industrial training and self-support. Investigations of the conditions under which women work in various trades, of fraudulent advertisements and of old-age insurance, all had their origin in the attempt

to protect the worker from certain adverse industrial conditions, while the study of abuses in connection with police matrons and with instalment buying was connected with injustice done women workers who have appealed to the Union for assistance.

Practical Experiments: Among the practical experiments in industrial sociology that have already been noted are the newly established trade class in hat-making; the delivery of hot dinners through the Food Supply Department; the School of Housekeeping; the Domestic Reform League and the Inter-Municipal Committee on Household Research, which are in themselves experiments conducted in the interests of domestic service; and the recent organization of Union employees whereby paid workers are given a voice in the determination of working conditions.

Future: Outlines for investigations or experiments for the coming year are already in process of construction by various committees. The Class Committee purposes to offer two new trade classes: One, a class in machine-made hat frames, aims to fit young girls—grammar school graduates—to make hat frames with the help of a newly patented wire-frame machine. This is a new trade that promises light, cleanly work, unusually high pay and a long season to skilled workers. The other class is a further development of the experiment already initiated in one of the educational centres, to train young women in the principles and practice of salesmanship. The course includes: study of arithmetic and practical business principles, growth and manufacture of fabrics, theory of salesmanship; with practice in actual service behind the counter in the business departments of the Union and in shops,

and field lessons and excursions to shops and factories. The Domestic Reform League has in preparation a report on inducements suggested by employers that would lead to a higher grade of training on the part of household employees; also a report of the attitude of employers in regard to the possibility of substituting for houseworkers living in the house, employees who live outside and come in by the day or hour. The Food Department, in addition to continuing the experiment of supplying hot food to patrons in their homes, will attempt a further development along the line of "food supply" by increasing the variety of cooked food consigned to the Sales Room and by increasing the facilities for catering. An investigation of the economic status of women's exchanges in general will also be undertaken with special application to the Food Sales Room and the need in Boston for such opportunity as it affords. The Handwork Committee is planning to offer several conferences on color and design as a means of training and practical assistance to consignors.

The program of the Lecture Committee for the coming year includes the experiment of a class in "Standards of Living, considered with Reference to Food, Shelter and Clothing." Also a series of public conferences on sociological or scientific topics related to various Union interests. The Committee on Ethics will give further study and consideration to the problem of old-age insurance. Investigations of instalment buying will be extended, and the campaign for some modification of existing laws will be pursued by the Protective Committee.

These illustrations indicate the nature and scope of

the investigations and experiments initiated by the Union and throw light on the direction of their probable development in the immediate future.

Interest in the social opportunities latent in the industrial world was never keener. Society more and more attaches vital emphasis and reads social significance into economic questions. If, as seems inevitable, the problems of the twentieth century are to be industrial problems, research and experiment are nowhere so urgently demanded as in the field of social economics. Here lies the Union's unique opportunity. The obligation is laid upon it, alike by its traditions and by its present equipment, of positive, creative work in the line of social industry. Not alone through the adequate performance of work obvious and essential can any committee fulfil its obligation to the Union. This ideal of creative effort should stimulate every committee not only with the impulse to do faithfully and well the things at hand, but with alertness to perceive and courage to take the step in advance in the way of investigation or experiment that will correct old impressions and reveal new possibilities. The value of such research to the Union itself in its reaction on the Union work can hardly be overestimated. It is the leaven that converts the routine, perfunctory detail of the various departments into food that nourishes. The Union should not rest content until it has made good its claim to be recognized not by those of its own household merely, but by the community at large, as a Social Experiment Station.

PROBLEMS OF GROWTH

WITH twenty-seven years of life behind it, the Union is commonly regarded as an old and established institution. On the contrary, it is a young organization in the making. It has not crystallized in final form. It has not created for itself an adequate and abiding home. It has not attained maturity and full consciousness of its powers and possibilities. Such growth as has been recorded is a stimulus for the future. Yet in its very nature are inherent problems of growth that face the Union to-day without possibility of compromise or delay. Two perplexities compel consideration. One is the necessity of providing for the physical needs of the Union's growing body a house larger, more convenient, more capable of expressing the spirit of its activities. The other, a problem as serious and more subtle, is that of evolving a form of organization that shall adapt itself to the changing conditions and enlarged requirements of the Union's work.

A new building can no longer be delayed without serious injustice to various departments by cramping their natural development. Yet the material structure that must be reared to fit the Union's physical needs is less difficult of achievement than the readjustment and up-building of organization that are necessary to meet the expanding demands of Union administration. In the establishment of an Executive Business Committee, in the introduction of a Financial Secretary and a department to give coherence to the Union's varying financial aspects, in the creation of a General Secretary, to serve as a unifying link for all committees, the first steps in reorganization have been taken during the past year. These are only the more obvious illus-

trations of change and readjustment that are taking place in every department and in every committee. To every organism, to every organization that has life, comes change. To cease to grow is to begin to die. "Power ceases in the instant of repose." How can those in whose hands rests the Union's present be loyal to the Union's past, to the heritage of ideals and valiant enterprise that have inspired its youth? To keep faith with that past is to outgrow it, to face forward for untired effort with the same courage that held those first workers undaunted to their unaccustomed way.

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"IT IS NOT GIVEN TO ANY MAN, NOR TO ANY SET OF MEN, TO SEE WITH ABSOLUTELY CLEAR VISION INTO THE FUTURE. ALL THAT CAN BE DONE IS TO FACE THE FACTS AS WE FIND THEM, TO MEET EACH DIFFICULTY IN PRACTICAL FASHION, AND TO STRIVE STEADILY FOR THE BETTERMENT BOTH OF OUR CIVIC AND SOCIAL CONDITIONS"

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